

Summary - SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
R thousands										
Councillors (Political Office Bearers plus Other)	1	A	B	C	D	E	F	G	H	I
Basic Salaries and Wages		67 162	74 289	60 932	93 042	87 505	83 821	112 056	118 017	124 565
Pension and UIF Contributions		2 894	3 030	2 768	3 321	3 982	3 966	5 293	4 585	4 688
Medical Aid Contributions		321	657	749	644	1 152	1 169	11 608	12 337	13 259
Motor Vehicle Allowance		12 867	12 877	13 108	15 184	20 624	20 304	18 114	19 084	20 141
Cellphone Allowance		2 538	4 707	4 590	5 516	6 476	6 435	6 895	6 647	7 036
Housing Allowances		41	144	129						
Other benefits and allowances		892	1 300	736	3 618	1 693	1 682	7 936	8 540	9 049
Sub Total - Councillors		86 715	97 004	83 012	121 325	121 433	117 377	134 258	139 855	147 581
% increase	4		11.9%	(14.4%)	46.2%	0.1%	(3.3%)	14.4%	4.2%	5.5%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		58 305	68 889	68 107	92 438	88 436	87 589	95 642	98 173	104 286
Pension and UIF Contributions		5 906	7 496	7 082	10 074	8 666	9 026	8 599	8 984	9 582
Medical Aid Contributions		1 536	2 056	1 840	2 764	2 395	2 416	2 139	2 266	2 390
Overtime		98	92	190	209	259	259	320	342	366
Performance Bonus		2 396	3 486	2 426	3 551	3 512	3 714	3 347	3 449	3 624
Motor Vehicle Allowance		11 613	13 263	10 886	16 572	15 024	15 194	16 029	17 367	18 426
Cellphone Allowance		514	1 010	832	1 049	1 229	1 249	1 308	1 395	1 488
Housing Allowances		530	483	1 177	1 011	891	881	11 081	11 758	12 459
Other benefits and allowances		3 262	3 311	2 188	3 083	2 192	2 261	3 400	3 577	3 731
Payments in lieu of leave		926	294	249	224	409	409	412	441	472
Long service awards		71	29	29	26	62	62	9	10	11
Post-retirement benefit obligations								158 060	167 582	177 732
Sub Total - Senior Managers of Municipality		85 155	100 410	95 006	131 002	123 074	123 061	157 119	163 557	173 595
% increase	4		17.9%	(5.4%)	37.9%	(6.1%)		27.7%	4.1%	6.1%
Other Municipal Staff										
Basic Salaries and Wages		656 566	740 453	816 758	1 048 390	1 035 768	997 184	1 153 389	1 191 831	1 265 736
Pension and UIF Contributions		111 082	134 761	126 856	163 977	160 969	159 082	193 984	200 917	212 761
Medical Aid Contributions		50 672	49 544	54 768	82 662	73 427	72 791	91 545	95 637	101 180
Overtime		48 751	57 486	65 090	66 213	67 904	69 250	83 783	90 496	96 122
Performance Bonus		10 019	16 864	13 919	22 720	19 645	20 189	19 018	19 824	21 027
Motor Vehicle Allowance		44 666	55 756	64 238	76 096	68 949	68 078	78 184	81 981	86 093
Cellphone Allowance		1 206	2 330	2 706	4 060	5 443	5 467	7 293	7 152	7 564
Housing Allowances		8 054	8 449	8 951	13 721	15 111	15 171	242 725	256 972	272 460
Other benefits and allowances		74 277	74 783	81 901	95 433	103 244	104 772	105 133	109 832	115 782
Payments in lieu of leave		7 600	23 351	16 683	18 015	14 713	14 905	19 462	20 345	21 638
Long service awards		11 409	12 553	13 505	13 670	12 975	13 264	258 829	274 480	291 018
Post-retirement benefit obligations		47 848	33 727	933	60 849	59 686	61 167	53 314	58 250	61 735
Sub Total - Other Municipal Staff		1 072 151	1 210 055	1 266 308	1 665 807	1 637 836	1 601 320	1 825 208	1 897 046	2 011 513
% increase	4		12.9%	4.6%	31.5%	(1.7%)	(2.2%)	14.0%	3.9%	6.0%
Total Parent Municipality		1 244 021	1 407 469	1 444 327	1 918 134	1 882 343	1 841 758	2 089 650	2 171 817	2 302 311
% increase	4		13.1%	2.6%	32.8%	(1.9%)	(2.2%)	13.5%	3.9%	6.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities								244 607	259 463	275 181
% increase	4								6.1%	6.1%
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		1 244 021	1 407 469	1 444 327	1 918 134	1 882 343	1 841 758	2 089 650	2 171 817	2 302 311
% increase	4		13.1%	2.6%	32.8%	(1.9%)	(2.2%)	13.5%	3.9%	6.0%
TOTAL MANAGERS AND STAFF	5	1 157 306	1 310 465	1 361 314	1 796 809	1 760 910	1 724 381	1 956 272	2 032 895	2 155 718

Northern Cape: Joe Morolong(NC451) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		3 842	5 223		4 904	4 904	4 904	6 114	6 480	6 869
Pension and UIF Contributions					707	860	860	917	972	1 030
Medical Aid Contributions										
Motor Vehicle Allowance		2 876	1 928		2 174	3 236	3 236	2 274	2 411	2 556
Cellphone Allowance			353		754	714	714	710	752	797
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		6 718	7 504		8 538	9 713	9 713	10 015	10 616	11 253
% increase	4		11.7%	(100.0%)		13.8%		3.1%	6.0%	6.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 035	2 900	3 152	2 778	2 778	2 778	2 945	3 121	3 309
Pension and UIF Contributions		1			495	495	495	524	556	589
Medical Aid Contributions					141	141	141	150	159	168
Overtime										
Performance Bonus										
Motor Vehicle Allowance		1 202	1 522	904	1 561	1 561	1 561	1 655	1 754	1 860
Cellphone Allowance		14	61	29	92	92	92	97	103	109
Housing Allowances		44		818	488	488	488	518	549	582
Other benefits and allowances		188	404	498	0	0	0	0	0	0
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 484	4 887	5 402	5 556	5 556	5 556	5 889	6 242	6 617
% increase	4		40.2%	10.5%	2.9%			6.0%	6.0%	6.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		15 829	17 812	23 465	27 037	27 037	27 037	28 896	30 525	32 218
Pension and UIF Contributions		2 653	3 705	4 516	5 381	5 381	5 381	5 481	5 785	6 157
Medical Aid Contributions		1 762	2 170	2 825	2 547	2 547	2 547	2 473	2 722	2 965
Overtime		1 056	1 513	1 698	632	632	632	1 163	1 233	1 308
Performance Bonus		950	1 679	2 020	2 429	2 429	2 429	2 392	2 487	2 636
Motor Vehicle Allowance		2 232	3 587	4 774	2 443	2 443	2 443	2 700	2 689	2 851
Cellphone Allowance		593	437	403	549	549	549	1 105	1 152	1 211
Housing Allowances		297	519	1 306	2 141	2 141	2 141	2 465	2 592	2 743
Other benefits and allowances		208	716	408	410	410	410	416	427	453
Payments in lieu of leave		(1 184)			75	75	75			
Long service awards		92		112						
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		24 490	32 138	41 527	43 644	43 644	43 644	47 090	49 612	52 541
% increase	4		31.2%	29.2%	5.1%			7.9%	5.4%	5.9%
Total Parent Municipality		34 692	44 529	46 929	57 738	58 913	58 913	62 993	66 470	70 410
% increase	4		28.4%	5.4%	23.0%	2.0%		6.9%	5.5%	5.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		34 692	44 529	46 929	57 738	58 913	58 913	62 993	66 470	70 410
% increase	4		28.4%	5.4%	23.0%	2.0%		6.9%	5.5%	5.9%
TOTAL MANAGERS AND STAFF	5	27 974	37 025	46 929	49 199	49 199	49 199	52 979	55 854	59 157

Northern Cape: Ga-Segonyana(NC452) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		3 864	6 308	4 554	4 609	4 609	4 609	5 056	5 370	5 687
Pension and UIF Contributions		1 075		541	569	569	569	528	560	593
Medical Aid Contributions								231	245	260
Motor Vehicle Allowance		1 479		1 254	1 302	1 302	1 302	1 507	1 600	1 695
Cellphone Allowance			435	652	635	635	635	149	158	168
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		6 419	6 743	7 002	7 115	7 115	7 115	7 471	7 934	8 402
% increase	4		5.1%	3.8%	1.6%			5.0%	6.2%	5.9%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 849	2 787	2 937	3 820	3 820	3 820	4 520	4 800	5 083
Pension and UIF Contributions		209	664	524	262	262	262	338	359	380
Medical Aid Contributions			205		197	197	197			
Overtime										
Performance Bonus										
Motor Vehicle Allowance		332	127	590	743	743	743	671	713	755
Cellphone Allowance		27	123	90	69	69	69	84	89	94
Housing Allowances			58							
Other benefits and allowances		50						92	98	104
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 467	3 962	4 141	5 091	5 091	5 091	5 705	6 059	6 416
% increase	4		14.3%	4.5%	23.0%			12.1%	6.2%	5.9%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		35 757	44 537	51 885	58 705	54 927	54 927	68 879	73 149	77 465
Pension and UIF Contributions		5 264	6 693	7 669	10 537	9 175	9 175	11 383	12 089	12 802
Medical Aid Contributions		4 334	3 095	3 711	4 182	4 219	4 219	4 969	5 277	5 589
Overtime		2 279	2 710	3 460	1 968	3 548	3 548	3 117	3 310	3 506
Performance Bonus										
Motor Vehicle Allowance		2 139	1 897	1 770	1 958	1 998	1 998	2 378	2 525	2 674
Cellphone Allowance			123	182	215	227	227	246	261	277
Housing Allowances		1 690	1 896	2 495	2 985	2 745	2 745	3 177	3 374	3 573
Other benefits and allowances		2 893	9 569	10 862	7 976	8 640	8 640	9 338	9 917	10 502
Payments in lieu of leave			1 219	1 538	1 205	1 041	1 041	1 285	1 365	1 445
Long service awards			111	983	116	116	116	59	63	66
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		54 357	71 851	84 556	89 848	86 638	86 638	104 831	111 331	117 899
% increase	4		32.2%	17.7%	6.3%	(3.6%)		21.0%	6.2%	5.9%
Total Parent Municipality		64 243	82 557	95 698	102 055	98 844	98 844	118 007	125 323	132 718
% increase	4		28.5%	15.9%	6.6%	(3.1%)		19.4%	6.2%	5.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		64 243	82 557	95 698	102 055	98 844	98 844	118 007	125 323	132 718
% increase	4		28.5%	15.9%	6.6%	(3.1%)		19.4%	6.2%	5.9%
TOTAL MANAGERS AND STAFF	5	57 824	75 814	88 696	94 939	91 729	91 729	110 536	117 389	124 315

Northern Cape: Gamagara(NC453) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		1 544	1 756	1 788	1 651	1 651	1 651	1 767	1 876	1 987
Pension and UIF Contributions		285	269	324	370	372	372	398	423	447
Medical Aid Contributions		51	58	62	68	174	174	187	198	209
Motor Vehicle Allowance		299	344	353	697	697	697	745	791	838
Cellphone Allowance		189	210	267	422	422	422	451	479	508
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		2 368	2 637	2 793	3 208	3 316	3 316	3 548	3 768	3 989
% increase	4		11.4%	5.9%	14.8%	3.4%		7.0%	6.2%	5.9%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 992	4 272	4 163	2 675	2 675	2 675	2 831	2 986	3 144
Pension and UIF Contributions		219	110	55	82	82	82	87	92	97
Medical Aid Contributions					37	37	37	40	42	44
Overtime										
Performance Bonus				386						
Motor Vehicle Allowance		830	984	1 476	1 151	1 151	1 151	1 218	1 285	1 353
Cellphone Allowance		98	162	184	260	260	260	275	290	305
Housing Allowances					4	4	4	5	5	5
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 141	5 527	6 265	4 210	4 210	4 210	4 454	4 699	4 948
% increase	4		33.5%	13.3%	(32.8%)			5.8%	5.5%	5.3%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		40 011	48 560	67 616	82 938	61 575	61 575	87 330	92 403	97 778
Pension and UIF Contributions		10 439	12 495	15 095	13 470	13 470	13 470	14 190	15 013	15 884
Medical Aid Contributions					6 972	6 972	6 972	7 381	7 809	8 262
Overtime		5 987	6 614	7 930	15 271	15 271	15 271	14 723	15 577	16 481
Performance Bonus					2 100	2 100	2 100			
Motor Vehicle Allowance		1 131	1 532	1 037	5 707	5 707	5 707	4 943	5 234	5 544
Cellphone Allowance					367	367	367	433	458	487
Housing Allowances		964	1 101	1 126	1 503	1 503	1 503	1 589	1 681	1 779
Other benefits and allowances			392	95	2 729	2 729	2 729	2 665	2 820	2 983
Payments in lieu of leave					2 704	2 704	2 704	1 018	1 077	1 140
Long service awards										
Post-retirement benefit obligations		4 816	7 715	4 517	12 500	12 500	12 500	4 842	5 142	5 446
Sub Total - Other Municipal Staff		63 347	78 409	97 417	146 261	124 898	124 898	139 114	147 215	155 782
% increase	4		23.8%	24.2%	50.1%	(14.6%)		11.4%	5.8%	5.8%
Total Parent Municipality		69 856	86 574	106 475	153 679	132 424	132 424	147 116	155 682	164 720
% increase	4		23.9%	23.0%	44.3%	(13.8%)		11.1%	5.8%	5.8%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		69 856	86 574	106 475	153 679	132 424	132 424	147 116	155 682	164 720
% increase	4		23.9%	23.0%	44.3%	(13.8%)		11.1%	5.8%	5.8%
TOTAL MANAGERS AND STAFF	5	67 488	83 936	103 681	150 471	129 109	129 109	143 568	151 914	160 730

Northern Cape: John Taolo Gaetsewe(DC45) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages					2 986	3 078	3 078	2 820	2 969	3 126
Pension and UIF Contributions						351	351	423	445	469
Medical Aid Contributions					17	18	18			
Motor Vehicle Allowance					781	994	994	1 081	1 138	1 198
Cellphone Allowance					173	167	167	209	220	231
Housing Allowances										
Other benefits and allowances					98	80	80	143	150	158
Sub Total - Councillors					4 056	4 688	4 688	4 675	4 923	5 183
% increase	4					15.6%		(0.3%)	5.3%	5.3%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages					5 871	5 463	5 463	5 153	5 514	5 900
Pension and UIF Contributions					665	296	296	310	332	355
Medical Aid Contributions					188					
Overtime										
Performance Bonus					48					
Motor Vehicle Allowance					1 029	1 088	1 088	1 098	1 175	1 257
Cellphone Allowance					61	58	58	58	62	66
Housing Allowances					116	18	18	18	20	21
Other benefits and allowances					292	18	18	64	68	73
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality					8 268	6 941	6 941	6 701	7 170	7 672
% increase	4					(16.1%)		(3.5%)	7.0%	7.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages					31 327	28 615	28 615	35 414	37 893	40 545
Pension and UIF Contributions					4 663	4 877	4 877	5 740	6 141	6 571
Medical Aid Contributions					3 497	2 627	2 627	2 749	2 941	3 147
Overtime					20					
Performance Bonus					2 613					
Motor Vehicle Allowance					1 721	1 114	1 114	1 851	1 981	2 120
Cellphone Allowance					55	124	124	199	213	227
Housing Allowances					1 635	1 735	1 735	1 918	2 052	2 196
Other benefits and allowances					21	4 628	4 628	5 024	5 376	5 752
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff					45 552	43 721	43 721	52 894	56 597	60 558
% increase	4					(4.0%)		21.0%	7.0%	7.0%
Total Parent Municipality					57 876	55 350	55 350	64 270	68 689	73 413
% increase	4					(4.4%)		16.1%	6.9%	6.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS					57 876	55 350	55 350	64 270	68 689	73 413
% increase	4					(4.4%)		16.1%	6.9%	6.9%
TOTAL MANAGERS AND STAFF	5				53 820	50 662	50 662	59 595	63 766	68 230

Northern Cape: Richtersveld(NC061) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		1 363	1 398	1 405	1 487	1 487	1 487	1 656	1 781	1 740
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		454	461	468	496	496	496	552	585	620
Cellphone Allowance		103	111	107	113	113	113			
Housing Allowances										
Other benefits and allowances		60								
Sub Total - Councillors		1 981	1 970	1 980	2 095	2 095	2 095	2 207	2 366	2 360
% increase	4		(0.5%)	0.5%	5.8%			5.3%	7.2%	(0.3%)
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	1 119	1 401	1 333	1 410	1 410	1 410	1 697	1 798	1 906
Pension and UIF Contributions		83	94	99	105	105	105	100	106	112
Medical Aid Contributions		119	218	217	230	230	230	92	89	94
Overtime										
Performance Bonus								59		
Motor Vehicle Allowance		383	393	371	392	392	392	436	462	490
Cellphone Allowance		24	28	25	27	27	27	42	45	48
Housing Allowances		53	63	58	61	61	61	108	114	121
Other benefits and allowances		352	384	336	355	355	355	465	493	523
Payments in lieu of leave				21						
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 132	2 581	2 459	2 579	2 579	2 579	2 999	3 107	3 294
% increase	4		21.1%	(4.7%)	4.9%			16.3%	3.6%	6.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		8 102	8 122	8 250	11 551	12 741	12 741	16 800	16 826	17 710
Pension and UIF Contributions		1 519	1 767	1 278	2 026	2 026	2 026	2 745	2 676	2 836
Medical Aid Contributions		229	211	169	373	373	373	639	990	1 050
Overtime		664	813	614	641	641	641		819	869
Performance Bonus			825	1 064	83	83	83			
Motor Vehicle Allowance				312	106	106	106		85	90
Cellphone Allowance										
Housing Allowances		56	31	64	46	46	46	330	362	384
Other benefits and allowances		712	442	1 076	1 767	1 767	1 767	1 763	1 558	1 652
Payments in lieu of leave		1 092	1 248	1 485	(121)	(121)	(121)			
Long service awards		940	1 049	1 238	(98)	(98)	(98)			
Post-retirement benefit obligations		5	42					127		
Sub Total - Other Municipal Staff		13 320	14 550	15 551	16 376	17 566	17 566	22 403	23 317	24 590
% increase	4		9.2%	6.9%	5.3%	7.3%		27.5%	4.1%	5.5%
Total Parent Municipality		17 433	19 101	19 990	21 050	22 240	22 240	27 610	28 790	30 243
% increase	4		9.6%	4.7%	5.3%	5.7%		24.1%	4.3%	5.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		17 433	19 101	19 990	21 050	22 240	22 240	27 610	28 790	30 243
% increase	4		9.6%	4.7%	5.3%	5.7%		24.1%	4.3%	5.0%
TOTAL MANAGERS AND STAFF	5	15 452	17 131	18 009	18 955	20 145	20 145	25 402	26 424	27 884

Northern Cape: Nama Khoi(NC062) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		2 898	2 741	3 200	3 068	3 325	3 325	3 513	3 731	3 951
Pension and UIF Contributions		173	405	480	133	144	144	152	161	170
Medical Aid Contributions										
Motor Vehicle Allowance		1 003	1 292	800	1 067	1 156	1 156	1 221	1 297	1 374
Cellphone Allowance		214		382	226	482	482	482		
Housing Allowances										
Other benefits and allowances				65						
Sub Total - Councillors		4 288	4 438	4 927	4 493	5 107	5 107	5 368	5 189	5 495
% increase	4		3.5%	11.0%	(8.8%)	13.7%		5.1%	(3.3%)	5.9%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	3 473	5 183	2 938	3 679	4 063	4 063	4 108	4 363	4 621
Pension and UIF Contributions		298	228	309	508	530	530	480	510	540
Medical Aid Contributions		66	130	134	302	299	299	288	306	324
Overtime										
Performance Bonus										
Motor Vehicle Allowance			708	689	966	969	969	796	845	895
Cellphone Allowance					54	64	64	64	68	72
Housing Allowances				6	19	34	34	39	41	43
Other benefits and allowances		831	179	265	325	709	709	777	825	874
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 668	6 428	4 341	5 852	6 667	6 667	6 551	6 958	7 368
% increase	4		37.7%	(32.5%)	34.8%	13.9%		(1.7%)	6.2%	5.9%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		33 631	43 840	44 086	38 963	41 185	41 185	43 632	46 338	49 071
Pension and UIF Contributions		6 892	6 078	5 568	6 274	6 881	6 881	6 998	7 432	7 870
Medical Aid Contributions		1 139	1 299	1 619	1 886	1 924	1 924	2 090	2 219	2 350
Overtime		1 851	2 158		3 321	2 768	2 768	2 911	3 092	3 274
Performance Bonus										
Motor Vehicle Allowance			3 765	3 963	2 730	2 822	2 822	2 873	3 051	3 231
Cellphone Allowance					47	83	83	83	88	93
Housing Allowances		317	309	264	286	1 262	1 262	997	1 058	1 121
Other benefits and allowances		7 321	5 124	5 722	5 278	5 467	5 467	6 124	6 504	6 888
Payments in lieu of leave		332								
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		51 483	62 574	61 222	58 784	62 392	62 392	65 709	69 783	73 900
% increase	4		21.5%	(2.2%)	(4.0%)	6.1%		5.3%	6.2%	5.9%
Total Parent Municipality		60 439	73 439	70 490	69 129	74 167	74 167	77 628	81 929	86 763
% increase	4		21.5%	(4.0%)	(1.9%)	7.3%		4.7%	5.5%	5.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		60 439	73 439	70 490	69 129	74 167	74 167	77 628	81 929	86 763
% increase	4		21.5%	(4.0%)	(1.9%)	7.3%		4.7%	5.5%	5.9%
TOTAL MANAGERS AND STAFF	5	56 152	69 002	65 563	64 637	69 060	69 060	72 260	76 740	81 268

Northern Cape: Kamiesberg(NC064) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages				1 838	1 885	1 885	1 885	1 336	1 419	1 503
Pension and UIF Contributions				146	283	283	283	174	184	195
Medical Aid Contributions				17	22	22	22	43	46	49
Motor Vehicle Allowance				423	423	423	423	498	529	560
Cellphone Allowance				94	101	101	101	153	163	172
Housing Allowances										
Other benefits and allowances				14				25	27	28
Sub Total - Councillors				2 532	2 714	2 714	2 714	2 229	2 368	2 507
% increase	4				7.2%			(17.9%)	6.2%	5.9%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages				1 777	1 453	1 453	1 453	1 686	1 791	1 897
Pension and UIF Contributions				75	140	140	140	178	190	201
Medical Aid Contributions				286	65	65	65	92	98	103
Overtime										
Performance Bonus										
Motor Vehicle Allowance				273	301	301	301	307	326	345
Cellphone Allowance				45	37	37	37	37	39	42
Housing Allowances				50	38	38	38	39	41	44
Other benefits and allowances				22	113	113	113	26	28	29
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality				2 528	2 147	2 147	2 147	2 365	2 513	2 661
% increase	4				(15.1%)			10.2%	6.3%	5.9%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages				10 010	10 006	10 006	10 006	11 982	12 725	13 476
Pension and UIF Contributions				1 300	1 581	1 581	1 581	1 699	1 804	1 911
Medical Aid Contributions				501	242	242	242	433	460	487
Overtime					403	403	403	427	454	480
Performance Bonus										
Motor Vehicle Allowance				396	330	330	330	396	421	445
Cellphone Allowance				32	30	30	30	18	19	20
Housing Allowances				171	108	108	108	107	113	120
Other benefits and allowances				98	965	965	965	143	152	161
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff				12 508	13 665	13 665	13 665	15 205	16 148	17 100
% increase	4				9.3%			11.3%	6.2%	5.9%
Total Parent Municipality				17 568	18 526	18 526	18 526	19 799	21 029	22 268
% increase	4				5.5%			6.9%	6.2%	5.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS				17 568	18 526	18 526	18 526	19 799	21 029	22 268
% increase	4				5.5%			6.9%	6.2%	5.9%
TOTAL MANAGERS AND STAFF	5			15 036	15 812	15 812	15 812	17 570	18 661	19 761

Northern Cape: Hantam(NC065) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
Councillors (Political Office Bearers plus Other)	1	A	B	C	D	E	F	G	H	I
Basic Salaries and Wages					1 933	1 848		1 959	2 096	2 243
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance					632	605		642	687	735
Cellphone Allowance					207	188		199	213	228
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors					2 771	2 641		2 800	2 996	3 206
% increase	4					(4.7%)	(100.0%)		7.0%	7.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages					3 236	3 276		3 692		
Pension and UIF Contributions					85	85		18		
Medical Aid Contributions					43	43				
Overtime										
Performance Bonus										
Motor Vehicle Allowance					294	294		204		
Cellphone Allowance										
Housing Allowances					12	10				
Other benefits and allowances					6	6				
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality					3 676	3 714		3 914		
% increase	4					1.0%	(100.0%)		(100.0%)	
Other Municipal Staff										
Basic Salaries and Wages					20 099	21 245		21 809		
Pension and UIF Contributions					3 610	3 519		3 991		
Medical Aid Contributions					1 229	1 219		1 218		
Overtime					547	644		698		
Performance Bonus										
Motor Vehicle Allowance					1 195	1 055		915		
Cellphone Allowance										
Housing Allowances					195	369		465		
Other benefits and allowances					351	294		352		
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff					27 226	28 345		29 448		
% increase	4					4.1%	(100.0%)		(100.0%)	
Total Parent Municipality					33 673	34 700		36 163	2 996	3 206
% increase	4					3.1%	(100.0%)		(91.7%)	7.0%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS					33 673	34 700		36 163	2 996	3 206
% increase	4					3.1%	(100.0%)		(91.7%)	7.0%
TOTAL MANAGERS AND STAFF	5				30 902	32 059		33 363		

Northern Cape: Karoo Hoogland(NC066) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages			1 518	1 809	1 834	1 934	1 934	2 130	2 263	2 396
Pension and UIF Contributions			25	18						
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance					146	146	146	157	167	177
Housing Allowances										
Other benefits and allowances			337	146	105	105	105	113	120	127
Sub Total - Councillors			1 880	1 973	2 085	2 185	2 185	2 400	2 550	2 700
% increase	4			4.9%	5.7%	4.8%		9.8%	6.2%	5.9%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages			3 803	3 600	2 325	2 325	2 325	2 798	2 971	3 147
Pension and UIF Contributions			85	82						
Medical Aid Contributions										
Overtime										
Performance Bonus			317	296						
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality			4 205	3 978	2 325	2 325	2 325	2 798	2 971	3 147
% increase	4			(5.4%)	(41.6%)			20.3%	6.2%	5.9%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages			15 377	13 323	12 411	12 311	12 311	13 102	13 924	14 782
Pension and UIF Contributions				829	825	825	825	888	943	999
Medical Aid Contributions				312	296	296	296	318	338	358
Overtime				146	152	152	152	164	174	184
Performance Bonus			1 138	963	1 005	1 005	1 005	1 082	1 149	1 217
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances				8	8	8	8	9	10	10
Other benefits and allowances			1 724	339	329	329	329	354	376	398
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff			18 239	15 920	15 027	14 927	14 927	15 918	16 914	17 948
% increase	4			(12.7%)	(5.6%)	(0.7%)		6.6%	6.3%	6.1%
Total Parent Municipality			24 324	21 871	19 437	19 437	19 437	21 116	22 435	23 795
% increase	4			(10.1%)	(11.1%)			8.6%	6.2%	6.1%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS			24 324	21 871	19 437	19 437	19 437	21 116	22 435	23 795
% increase	4			(10.1%)	(11.1%)			8.6%	6.2%	6.1%
TOTAL MANAGERS AND STAFF	5		22 444	19 898	17 352	17 252	17 252	18 716	19 885	21 095

Northern Cape: Khai-Ma(NC067) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
Councillors (Political Office Bearers plus Other)	1	A	B	C	D	E	F	G	H	I
Basic Salaries and Wages		1 256	1 231	1 318	1 318	1 449	1 449	1 585	1 696	1 831
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		99	94	439	439	473	473	528	565	610
Cellphone Allowance		419	410	101	101	154	154	146	156	169
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		1 774	1 736	1 858	1 858	2 076	2 076	2 259	2 417	2 611
% increase	4		(2.1%)	7.0%		11.7%		8.8%	7.0%	8.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		1 190	712	780	1 559	1 559	1 559	2 677	2 870	3 068
Pension and UIF Contributions		63	166	199	74	74	74	60	64	69
Medical Aid Contributions		46	70	126	56	56	56	48	51	55
Overtime										
Performance Bonus		106	43	112	141	141	141	28	30	32
Motor Vehicle Allowance		397	232	325	308	308	308	125	134	143
Cellphone Allowance		33	14	43				18	18	19
Housing Allowances		11	21							
Other benefits and allowances					161	161	161	191	206	223
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		1 846	1 258	1 585	2 299	2 299	2 299	3 147	3 373	3 608
% increase	4		(31.8%)	25.9%	45.1%			36.9%	7.2%	7.0%
Other Municipal Staff										
Basic Salaries and Wages		5 418	7 288	9 210	10 196	9 512	9 512	10 081	10 807	11 553
Pension and UIF Contributions		992	837	1 240	1 337	1 264	1 264	1 759	1 885	2 015
Medical Aid Contributions		695	191	420	428	429	429	469	535	572
Overtime		324	680	737	830	810	810	1 042	1 085	1 158
Performance Bonus		417	469	741	738	718	718	773	828	885
Motor Vehicle Allowance		90		62	90	126	126	183	196	210
Cellphone Allowance		26	6	24						
Housing Allowances		14	64	4	15	15	15	21	23	24
Other benefits and allowances		1 122	2	1 188	1 090	1 351	1 351	1 320	1 415	1 512
Payments in lieu of leave		170	139	272	345	345	345	321	344	368
Long service awards			15		30	61	61	61	65	70
Post-retirement benefit obligations			196	439	461	461	461	438	527	
Sub Total - Other Municipal Staff		9 268	9 888	14 337	15 559	15 092	15 092	16 467	17 710	18 367
% increase	4		6.7%	45.0%	8.5%	(3.0%)		9.1%	7.6%	3.7%
Total Parent Municipality		12 888	12 883	17 779	19 716	19 467	19 467	21 873	23 501	24 586
% increase	4			38.0%	10.9%	(1.3%)		12.4%	7.4%	4.6%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		12 888	12 883	17 779	19 716	19 467	19 467	21 873	23 501	24 586
% increase	4			38.0%	10.9%	(1.3%)		12.4%	7.4%	4.6%
TOTAL MANAGERS AND STAFF	5	11 114	11 147	15 921	17 858	17 391	17 391	19 614	21 083	21 975

Northern Cape: Namakwa(DC6) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		1 849	1 981	2 162	2 295	2 282	2 282			
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		488	441	421	530	530	530			
Sub Total - Councillors		2 337	2 422	2 583	2 825	2 812	2 812			
% increase	4		3.7%	6.6%	9.4%	(0.5%)		(100.0%)		
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages		3 053	2 993		2 659	2 659	2 659			
Pension and UIF Contributions		465	450		349	349	349			
Medical Aid Contributions		310	186		112	112	112			
Overtime										
Performance Bonus										
Motor Vehicle Allowance		847	624		492	492	492			
Cellphone Allowance		60	60		42	42	42			
Housing Allowances		80	80		31	31	31			
Other benefits and allowances		249	256		229	229	229			
Payments in lieu of leave		51								
Long service awards		66								
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 180	4 649		3 914	3 914	3 914			
% increase	4		(10.2%)	(100.0%)				(100.0%)		
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		10 170	20 392		18 313	17 775	17 775			
Pension and UIF Contributions		476	2 560		2 981	2 774	2 774			
Medical Aid Contributions		317	503		2 680	2 875	2 875			
Overtime		280	425		204	271	271			
Performance Bonus			1 320		1 408	1 297	1 297			
Motor Vehicle Allowance		670	2 044		1 963	1 945	1 945			
Cellphone Allowance			(16)		12	12	12			
Housing Allowances		292	555		613	558	558			
Other benefits and allowances		720	(256)		(229)	(229)	(229)			
Payments in lieu of leave		28								
Long service awards		67	104		127	135	135			
Post-retirement benefit obligations		210	312		365	365	365			
Sub Total - Other Municipal Staff		13 230	27 942		28 439	27 779	27 779			
% increase	4		111.2%	(100.0%)		(2.3%)		(100.0%)		
Total Parent Municipality		20 747	35 014	2 583	35 177	34 504	34 504			
% increase	4		68.8%	(92.6%)	1261.9%	(1.9%)		(100.0%)		
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		20 747	35 014	2 583	35 177	34 504	34 504			
% increase	4		68.8%	(92.6%)	1261.9%	(1.9%)		(100.0%)		
TOTAL MANAGERS AND STAFF	5	18 410	32 591		32 352	31 693	31 693			

Northern Cape: Ubuntu(NC071) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		1 422	1 485	1 561	1 631	1 631	1 631	1 745	1 829	2 041
Pension and UIF Contributions		172	184	192	221	221	221	235	252	252
Medical Aid Contributions										
Motor Vehicle Allowance		482	529	554	617	617	617	660	705	705
Cellphone Allowance		118	163	213	207	207	207	222	237	237
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		2 194	2 359	2 520	2 676	2 676	2 676	2 862	3 024	3 235
% increase	4		7.5%	6.8%	6.2%			6.9%	5.7%	7.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages		6 458	6 537	7 105	7 358	6 908	6 908	7 199	7 703	8 242
Pension and UIF Contributions		1 302	1 370	1 281	1 398	1 383	1 383	1 480	1 583	1 694
Medical Aid Contributions		280	244	232	254	514	514	549	588	629
Overtime		98	92	190	209	259	259	277	296	317
Performance Bonus		299	697	361	360	348	348	372	398	426
Motor Vehicle Allowance		942	991	881	960	1 030	1 030	1 102	1 180	1 262
Cellphone Allowance		36	38	33	36	36	36	39	41	44
Housing Allowances		23	20	21	23	35	35	37	40	42
Other benefits and allowances		5	5	5	6	6	6	6	6	7
Payments in lieu of leave		682	61	105	43	233	233	250	267	286
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		10 124	10 055	10 213	10 646	10 751	10 751	11 311	12 103	12 950
% increase	4		(0.7%)	1.6%	4.2%	1.0%		5.2%	7.0%	7.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		9 397	10 223	11 153	11 803	12 439	12 439	13 297	14 214	15 194
Pension and UIF Contributions		1 349	1 523	1 993	2 119	2 119	2 119	2 267	2 426	2 596
Medical Aid Contributions		121	162	175	183	183	183	196	210	224
Overtime		1 116	1 397	1 762	1 950	1 570	1 570	1 680	1 797	1 923
Performance Bonus		585	658	795	766	696	696	744	797	852
Motor Vehicle Allowance		64	64	64	68	68	68	73	78	84
Cellphone Allowance		9	7	5	6	6	6	6	7	7
Housing Allowances		14	10	10	11	26	26	28	30	32
Other benefits and allowances		219	242	(21)	289	381	381	408	436	467
Payments in lieu of leave		84	78	135	49	49	49	53	56	60
Long service awards		100	75	91		90	90	96	103	110
Post-retirement benefit obligations		165	230	172	440	440	440	471	504	539
Sub Total - Other Municipal Staff		13 223	14 670	16 335	17 684	18 067	18 067	19 319	20 657	22 089
% increase	4		10.9%	11.3%	8.3%	2.2%		6.9%	6.9%	6.9%
Total Parent Municipality		25 541	27 085	29 068	31 006	31 494	31 494	33 491	35 784	38 274
% increase	4		6.0%	7.3%	6.7%	1.6%		6.3%	6.8%	7.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		25 541	27 085	29 068	31 006	31 494	31 494	33 491	35 784	38 274
% increase	4		6.0%	7.3%	6.7%	1.6%		6.3%	6.8%	7.0%
TOTAL MANAGERS AND STAFF	5	23 347	24 726	26 548	28 330	28 818	28 818	30 630	32 760	35 039

Northern Cape: Umsobomvu(NC072) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		2 084	2 694		3 092	3 122	3 122	3 246	3 246	3 246
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		267	205							
Cellphone Allowance		137	140							
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		2 488	3 039		3 092	3 122	3 122	3 246	3 246	3 246
% increase	4		22.1%	(100.0%)		1.0%		4.0%		
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages		2 186	2 727		2 850	2 888	2 888	3 091	3 374	3 683
Pension and UIF Contributions		6								
Medical Aid Contributions										
Overtime										
Performance Bonus		279	301		336	336	336	309	337	368
Motor Vehicle Allowance		372	362		513	513	513	546	585	628
Cellphone Allowance										
Housing Allowances			10		13	13	13	13	15	16
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 842	3 401		3 712	3 750	3 750	3 959	4 311	4 695
% increase	4		19.7%	(100.0%)		1.0%		5.6%	8.9%	8.9%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		21 285	19 812		27 361	27 723	27 723	31 250	34 113	37 244
Pension and UIF Contributions		3 036	3 872		4 770	4 937	4 937	5 379	5 861	6 386
Medical Aid Contributions		511	752		847	806	806	879	958	1 044
Overtime		1 226	999		1 050	2 126	2 126	2 398	2 586	2 789
Performance Bonus			(301)							
Motor Vehicle Allowance		724				(3)	(3)			
Cellphone Allowance										
Housing Allowances		45				5	5	5	6	6
Other benefits and allowances		571	690		577	588	588	668	727	791
Payments in lieu of leave		1 387	5 045		1 970	2 039	2 039	2 338	2 548	2 777
Long service awards										
Post-retirement benefit obligations		1 356	341		341	341	341	341	341	341
Sub Total - Other Municipal Staff		30 142	31 209		36 916	38 562	38 562	43 257	47 138	51 378
% increase	4		3.5%	(100.0%)		4.5%		12.2%	9.0%	9.0%
Total Parent Municipality		35 472	37 649		43 719	45 434	45 434	50 462	54 695	59 320
% increase	4		6.1%	(100.0%)		3.9%		11.1%	8.4%	8.5%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		35 472	37 649		43 719	45 434	45 434	50 462	54 695	59 320
% increase	4		6.1%	(100.0%)		3.9%		11.1%	8.4%	8.5%
TOTAL MANAGERS AND STAFF	5	32 983	34 610		40 628	42 312	42 312	47 216	51 449	56 073

Northern Cape: Emthanjeni(NC073) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		2 475	2 920	2 962	3 170	3 170	3 170	3 451	3 508	3 753
Pension and UIF Contributions			338							
Medical Aid Contributions			38							
Motor Vehicle Allowance		825	629	985	1 051	1 051	1 051	1 150	1 169	1 251
Cellphone Allowance		183	198	314	313	313	313	395	394	422
Housing Allowances										
Other benefits and allowances		20	34		47	47	47	51	51	55
Sub Total - Councillors		3 503	4 157	4 261	4 580	4 580	4 580	5 046	5 122	5 481
% increase	4		18.7%	2.5%	7.5%			10.2%	1.5%	7.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages		2 660	3 102	3 369	3 442	3 442	3 442	3 833	4 247	4 672
Pension and UIF Contributions		441	469	560	608	608	608	672	706	776
Medical Aid Contributions		90	132	159	110	110	110	115	127	139
Overtime										
Performance Bonus			475							
Motor Vehicle Allowance		728	588	847	814	814	814	755	835	919
Cellphone Allowance		47	177	151	155	155	155	138	164	192
Housing Allowances										
Other benefits and allowances		575	168	217	240	240	240	268	257	271
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		4 541	5 112	5 303	5 370	5 370	5 370	5 781	6 336	6 970
% increase	4		12.6%	3.7%	1.3%			7.6%	9.6%	10.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		36 570	35 534	43 450	46 748	46 748	46 748	48 768	50 950	54 051
Pension and UIF Contributions		6 750	6 403	7 592	8 057	8 057	8 057	8 721	9 014	9 915
Medical Aid Contributions		2 605	2 140	1 505	1 614	1 614	1 614	1 810	1 991	2 190
Overtime		419	2 262	2 070	2 006	2 006	2 006	1 477	2 367	2 514
Performance Bonus			2 993							
Motor Vehicle Allowance		892	1 269	892	1 050	1 050	1 050	1 124	1 310	1 441
Cellphone Allowance			254	168	207	207	207	233	231	241
Housing Allowances		785	1 124	702	733	733	733	687	797	820
Other benefits and allowances		189	2 436	1 230	963	963	963	1 179	1 364	1 664
Payments in lieu of leave			366							
Long service awards										
Post-retirement benefit obligations		683		54	56	56	56	58	61	64
Sub Total - Other Municipal Staff		48 893	54 781	57 662	61 434	61 434	61 434	64 057	68 085	72 899
% increase	4		12.0%	5.3%	6.5%			4.3%	6.3%	7.1%
Total Parent Municipality		56 937	64 051	67 226	71 384	71 384	71 384	74 884	79 543	85 350
% increase	4		12.5%	5.0%	6.2%			4.9%	6.2%	7.3%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		56 937	64 051	67 226	71 384	71 384	71 384	74 884	79 543	85 350
% increase	4		12.5%	5.0%	6.2%			4.9%	6.2%	7.3%
TOTAL MANAGERS AND STAFF	5	53 434	59 894	62 965	66 804	66 804	66 804	69 838	74 421	79 869

Northern Cape: Kareeberg(NC074) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		1 280	1 347	1 313	1 426	1 426	1 426	1 773	1 879	1 992
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance		412	430	471	475	475	475	566	600	636
Cellphone Allowance		92	136	136	161	161	161	161	177	194
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		1 784	1 913	1 919	2 062	2 062	2 062	2 499	2 656	2 822
% increase	4		7.2%	0.3%	7.4%			21.2%	6.3%	6.3%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 244	2 307	2 433	2 912	2 912	2 912	3 250	3 568	3 906
Pension and UIF Contributions		303	332	362	418	418	418	460	504	551
Medical Aid Contributions		111	117	118	139	139	139	151	159	161
Overtime										
Performance Bonus		162	139	146	203	203	203	203	203	203
Motor Vehicle Allowance		385	412	440	466	466	466	502	538	575
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances		0	0	0	29	29	29	39	40	42
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 205	3 308	3 499	4 166	4 166	4 166	4 605	5 010	5 437
% increase	4		3.2%	5.8%	19.1%			10.5%	8.8%	8.5%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		6 988	7 403	10 073	9 114	11 796	11 796	12 198	13 066	14 131
Pension and UIF Contributions		1 124	1 218	1 248	1 505	1 505	1 505	1 708	1 870	1 986
Medical Aid Contributions		320	342	323	486	486	486	493	546	578
Overtime		320	304	496	300	300	300	300	300	300
Performance Bonus										
Motor Vehicle Allowance		66	69	73	77	77	77	83	89	96
Cellphone Allowance										
Housing Allowances		10	10	11	9	9	9	143	143	143
Other benefits and allowances		81	92	93	506	506	506	681	688	724
Payments in lieu of leave										
Long service awards		104	93	32						
Post-retirement benefit obligations		246	398	406	719	719	719	791	870	957
Sub Total - Other Municipal Staff		9 259	9 929	12 754	12 716	15 398	15 398	16 397	17 571	18 915
% increase	4		7.2%	28.5%	(0.3%)	21.1%		6.5%	7.2%	7.6%
Total Parent Municipality		14 248	15 150	18 172	18 944	21 626	21 626	23 501	25 238	27 174
% increase	4		6.3%	20.0%	4.2%	14.2%		8.7%	7.4%	7.7%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		14 248	15 150	18 172	18 944	21 626	21 626	23 501	25 238	27 174
% increase	4		6.3%	20.0%	4.2%	14.2%		8.7%	7.4%	7.7%
TOTAL MANAGERS AND STAFF	5	12 463	13 237	16 253	16 881	19 563	19 563	21 002	22 582	24 352

Northern Cape: Renosterberg(NC075) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages			990	1 344	2 257	2 257	2 257	1 676	1 681	1 596
Pension and UIF Contributions			10	13	17	17	17	158	158	168
Medical Aid Contributions					87	87	87			
Motor Vehicle Allowance			248	336	265	265	265	516	516	549
Cellphone Allowance			95	94	61	61	61			
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors			1 343	1 787	2 687	2 687	2 687	2 350	2 354	2 312
% increase	4			33.1%	50.3%			(12.5%)	0.2%	(1.8%)
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages			1 677	2 227	1 200	1 200	1 200	1 124	1 214	1 259
Pension and UIF Contributions			131	290	3	3	3	4	4	3
Medical Aid Contributions					34	34	34	42	45	36
Overtime										
Performance Bonus			58	127				57	61	61
Motor Vehicle Allowance									103	98
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances				15				4	4	3
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality			1 866	2 659	1 237	1 237	1 237	1 231	1 432	1 461
% increase	4			42.5%	(53.5%)			(0.5%)	16.4%	2.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages			9 321	11 089	15 778	15 778	15 778	12 819	14 440	16 452
Pension and UIF Contributions			1 743	1 969	137	137	137	2 659	2 607	2 192
Medical Aid Contributions			153	841	330	330	330	462	434	395
Overtime				393	473	473	473	330	330	503
Performance Bonus			757	861	1 033	1 033	1 033	977	997	1 020
Motor Vehicle Allowance					447	447	447		377	367
Cellphone Allowance					61	61	61	61	66	64
Housing Allowances										
Other benefits and allowances				220				145	148	126
Payments in lieu of leave										
Long service awards				39						
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff			11 973	15 412	18 259	18 259	18 259	17 453	19 398	21 117
% increase	4			28.7%	18.5%			(4.4%)	11.1%	8.9%
Total Parent Municipality			15 182	19 858	22 182	22 182	22 182	21 034	23 185	24 890
% increase	4			30.8%	11.7%			(5.2%)	10.2%	7.4%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS			15 182	19 858	22 182	22 182	22 182	21 034	23 185	24 890
% increase	4			30.8%	11.7%			(5.2%)	10.2%	7.4%
TOTAL MANAGERS AND STAFF	5		13 839	18 071	19 496	19 496	19 496	18 684	20 831	22 578

Northern Cape: Thembelihle(NC076) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		1 174	1 710	2 260	1 813	1 979	1 979	2 118	2 287	2 493
Pension and UIF Contributions		142	58	74	253	256	256	274	295	166
Medical Aid Contributions		60	34	40	134	132	132	141	152	322
Motor Vehicle Allowance		330	128	97	270	270	270	288	312	340
Cellphone Allowance		97	19	27	337	171	171	183	198	216
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		1 803	1 949	2 498	2 808	2 808	2 808	3 004	3 244	3 536
% increase	4		8.1%	28.2%	12.4%			7.0%	8.0%	9.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	1 724	1 478	1 641	2 056	2 056	2 056	2 351	2 515	2 692
Pension and UIF Contributions		90	206	224	375	375	375	367	393	420
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance		360	440	312	574	300	300	552	591	632
Cellphone Allowance		1	15	4	43	43	43	50	54	57
Housing Allowances		76								
Other benefits and allowances			170							
Payments in lieu of leave		71		43						
Long service awards		5								
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 328	2 309	2 223	3 048	2 774	2 774	3 320	3 553	3 801
% increase	4		(0.8%)	(3.7%)	37.1%	(9.0%)		19.7%	7.0%	7.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		9 264	10 433	12 994	12 847	13 673	13 673	14 367	15 540	16 989
Pension and UIF Contributions		1 899	1 721	2 093	2 399	1 967	1 967	2 168	2 345	2 564
Medical Aid Contributions		383	573	619	853	752	752	715	772	842
Overtime		796	1 097	1 706	1 109	1 204	1 204	1 061	1 151	1 267
Performance Bonus		413			1 301	960	960	1 051	1 136	1 238
Motor Vehicle Allowance		31	83	94	96					
Cellphone Allowance		35	24	67		(14)	(14)			
Housing Allowances		8	18	29	5	47	47	50	54	59
Other benefits and allowances		82	1 698	1 895	99	8	8	85	92	102
Payments in lieu of leave		12	360	444	161	623	623	667	720	785
Long service awards		28	397	23				4	4	4
Post-retirement benefit obligations					59	702	702	790	853	930
Sub Total - Other Municipal Staff		12 952	16 404	19 964	18 928	19 921	19 921	20 958	22 667	24 778
% increase	4		26.7%	21.7%	(5.2%)	5.2%		5.2%	8.2%	9.3%
Total Parent Municipality		17 083	20 661	24 686	24 784	25 503	25 503	27 282	29 464	32 116
% increase	4		20.9%	19.5%	0.4%	2.9%		7.0%	8.0%	9.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		17 083	20 661	24 686	24 784	25 503	25 503	27 282	29 464	32 116
% increase	4		20.9%	19.5%	0.4%	2.9%		7.0%	8.0%	9.0%
TOTAL MANAGERS AND STAFF	5	15 280	18 712	22 188	21 976	22 695	22 695	24 278	26 220	28 580

Northern Cape: Siyathemba(NC077) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		1 531	1 866	1 683	2 145	2 203	2 518	2 543	2 568	2 594
Pension and UIF Contributions		45	40		48			57	58	58
Medical Aid Contributions										
Motor Vehicle Allowance		319	360	218	415		312	328	339	351
Cellphone Allowance		54	110	167	128		167	169	170	172
Housing Allowances										
Other benefits and allowances		1	5		5					
Sub Total - Councillors		1 949	2 381	2 068	2 741	2 203	2 996	3 096	3 135	3 175
% increase	4		22.1%	(13.2%)	32.6%	(19.6%)	36.0%	3.3%	1.3%	1.3%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages		2 364	2 529	2 529	2 706		2 429	2 623	2 833	3 060
Pension and UIF Contributions		263	281	281	301		446	481	520	561
Medical Aid Contributions		225	241	241	257		65	70	76	82
Overtime										
Performance Bonus							203	219	236	255
Motor Vehicle Allowance		436	466	466	499		464	501	541	584
Cellphone Allowance		24	26	26	28		20	20	20	20
Housing Allowances		24	26	26	27					
Other benefits and allowances							75	81	87	94
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 336	3 569	3 569	3 818		3 700	3 995	4 313	4 656
% increase	4		7.0%		7.0%	(100.0%)		8.0%	8.0%	8.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		17 015	20 698	23 147	24 613	28 271	18 719	21 560	23 043	24 628
Pension and UIF Contributions		2 519	3 764	4 226	4 495		3 131	4 378	4 680	5 003
Medical Aid Contributions		268	376	427	452		1 039	1 054	1 127	1 205
Overtime		1 243	877	896	954		627	801	857	917
Performance Bonus		1	300	280	335		1 817	1 989	2 126	2 273
Motor Vehicle Allowance		514	1 235	1 089	1 156		632	944	1 005	1 070
Cellphone Allowance		14	11	29	31		197	228	244	262
Housing Allowances		36	129	183	195		309	366	392	420
Other benefits and allowances		2 303	2 899	3 225	3 446		1 838	1 780	1 899	2 026
Payments in lieu of leave							346	534	572	612
Long service awards		345	279	300	321		232	227	243	260
Post-retirement benefit obligations		1 792	1 711	1 822	1 940		1 952	2 079	2 225	2 382
Sub Total - Other Municipal Staff		26 050	32 279	35 624	37 938	28 271	30 840	35 941	38 414	41 056
% increase	4		23.9%	10.4%	6.5%	(25.5%)	9.1%	16.5%	6.9%	6.9%
Total Parent Municipality		31 335	38 229	41 261	44 497	30 474	37 537	43 032	45 862	48 887
% increase	4		22.0%	7.9%	7.8%	(31.5%)	23.2%	14.6%	6.6%	6.6%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		31 335	38 229	41 261	44 497	30 474	37 537	43 032	45 862	48 887
% increase	4		22.0%	7.9%	7.8%	(31.5%)	23.2%	14.6%	6.6%	6.6%
TOTAL MANAGERS AND STAFF	5	29 386	35 848	39 193	41 756	28 271	34 541	39 936	42 726	45 712

Northern Cape: Siyancuma(NC078) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		2 074	2 886	2 324	2 892	3 200	3 200	3 079	3 233	3 459
Pension and UIF Contributions		1								
Medical Aid Contributions										
Motor Vehicle Allowance		832	200	1 033						
Cellphone Allowance		159	202	269	230	240	240	262	275	294
Housing Allowances										
Other benefits and allowances			100		40	40	40			
Sub Total - Councillors		3 066	3 388	3 626	3 162	3 480	3 480	3 341	3 508	3 754
% increase	4		10.5%	7.0%	(12.8%)	10.1%		(4.0%)	5.0%	7.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	1 926	2 070	2 343	2 602	2 273	2 273	2 338	2 451	2 623
Pension and UIF Contributions		243	414	536	444	311	311	319	335	358
Medical Aid Contributions					137	105	105	108	113	121
Overtime										
Performance Bonus										
Motor Vehicle Allowance		471	368	374	439	336	336	345	362	387
Cellphone Allowance		17	21	21	31	31	31	32	33	36
Housing Allowances		27	36	37	36	42	42	43	45	48
Other benefits and allowances				322	40	15	15	15	16	17
Payments in lieu of leave		86	42		65					
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 770	2 951	3 633	3 795	3 111	3 111	3 200	3 355	3 591
% increase	4		6.5%	23.1%	4.5%	(18.0%)		2.9%	4.8%	7.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		22 707	23 786	25 308	33 444	26 681	26 681	28 675	30 132	32 253
Pension and UIF Contributions		2 462	2 986	3 175	5 864	3 740	3 740	4 313	4 526	4 843
Medical Aid Contributions		903	1 030	1 195	2 274	1 729	1 729	1 986	2 085	2 231
Overtime		1 632	2 711	3 755	2 753	3 733	3 733	1 440	1 512	1 618
Performance Bonus										
Motor Vehicle Allowance		1 820	1 668	1 691	2 290	1 768	1 768	1 999	2 100	2 247
Cellphone Allowance		64	83	80	126	126	126	92	95	101
Housing Allowances		255	238	198	368	376	376	529	551	590
Other benefits and allowances		1 625	1 969	2 343	2 697	2 316	2 316	2 435	2 467	2 639
Payments in lieu of leave		1 154	783	427	481	450	450	350	368	393
Long service awards		138	130	135	451	353	353	230	246	264
Post-retirement benefit obligations		377	379	400				402	422	452
Sub Total - Other Municipal Staff		33 137	35 764	38 707	50 747	41 273	41 273	42 453	44 504	47 630
% increase	4		7.9%	8.2%	31.1%	(18.7%)		2.9%	4.8%	7.0%
Total Parent Municipality		38 973	42 103	45 966	57 704	47 864	47 864	48 994	51 367	54 974
% increase	4		8.0%	9.2%	25.5%	(17.1%)		2.4%	4.8%	7.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		38 973	42 103	45 966	57 704	47 864	47 864	48 994	51 367	54 974
% increase	4		8.0%	9.2%	25.5%	(17.1%)		2.4%	4.8%	7.0%
TOTAL MANAGERS AND STAFF	5	35 907	38 715	42 340	54 542	44 384	44 384	45 653	47 859	51 221

Northern Cape: Pixley Ka Seme (Nc)(DC7) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		3 136	3 336		3 816	3 726	3 726	3 039	3 215	3 402
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance		42								
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		3 178	3 336		3 816	3 726	3 726	3 039	3 215	3 402
% increase	4		5.0%	(100.0%)		(2.4%)		(18.4%)	5.8%	5.8%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	3 602	2 913	4 167	4 030	3 867	3 867	4 030	4 232	4 443
Pension and UIF Contributions		525	517	618	586	629	629	586	615	646
Medical Aid Contributions		13	13							
Overtime										
Performance Bonus		684	301	301	267	285	285	267	281	295
Motor Vehicle Allowance		647	562	562	433	306	306	433	454	477
Cellphone Allowance		36	36							
Housing Allowances										
Other benefits and allowances		162								
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		5 668	4 343	5 649	5 315	5 087	5 087	5 315	5 582	5 861
% increase	4		(23.4%)	30.1%	(5.9%)	(4.3%)		4.5%	5.0%	5.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff										
% increase	4									
Total Parent Municipality		8 846	7 679	5 649	9 131	8 813	8 813	8 354	8 797	9 263
% increase	4		(13.2%)	(26.4%)	61.6%	(3.5%)		(5.2%)	5.3%	5.3%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		8 846	7 679	5 649	9 131	8 813	8 813	8 354	8 797	9 263
% increase	4		(13.2%)	(26.4%)	61.6%	(3.5%)		(5.2%)	5.3%	5.3%
TOTAL MANAGERS AND STAFF	5	5 668	4 343	5 649	5 315	5 087	5 087	5 315	5 582	5 861

Northern Cape: !Kai! Garib(NC082) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
Councillors (Political Office Bearers plus Other)	1	A	B	C	D	E	F	G	H	I
Basic Salaries and Wages		5 009	4 704	4 961	4 937	6 496	5 163	6 037	5 036	5 187
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors		5 009	4 704	4 961	4 937	6 496	5 163	6 037	5 036	5 187
% increase	4		(6.1%)	5.5%	(0.5%)	31.6%	(20.5%)	16.9%	(16.6%)	3.0%
Senior Managers of the Municipality	2									
Basic Salaries and Wages		3 006	3 524	3 753	4 158	4 158	4 158	4 231	4 443	4 665
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 006	3 524	3 753	4 158	4 158	4 158	4 231	4 443	4 665
% increase	4		17.2%	6.5%	10.8%			1.8%	5.0%	5.0%
Other Municipal Staff										
Basic Salaries and Wages		34 743	46 052	54 632	52 851	56 059	54 394	60 754	56 557	60 483
Pension and UIF Contributions		6 322	6 989	9 486	(1 405)	10 294	10 677	11 117	11 800	12 565
Medical Aid Contributions		735	916	1 126	1 305	1 443	1 354	1 559	1 396	1 491
Overtime		5 162	5 822	6 261	5 000	3 519	5 252	3 800	5 350	5 714
Performance Bonus		4 348	6 584	3 967	4 743	5 066	4 780	5 024	5 075	5 421
Motor Vehicle Allowance		1 471	1 956	3 236	4 099	3 778	3 910	3 872	4 386	4 685
Cellphone Allowance		44	1 070	1 545	1 500	1 872	1 693	2 022	1 605	1 714
Housing Allowances										
Other benefits and allowances		1 168								
Payments in lieu of leave		2 284	4 043	1 623		276	141	298		
Long service awards		753	1 093	346						
Post-retirement benefit obligations		2 576	373	291	200	333	272	360	214	229
Sub Total - Other Municipal Staff		59 606	74 898	82 513	68 294	82 640	82 473	88 806	86 383	92 300
% increase	4		25.7%	10.2%	(17.2%)	21.0%	(0.2%)	7.7%	(2.7%)	6.8%
Total Parent Municipality		67 621	83 126	91 227	77 388	93 294	91 794	99 075	95 862	102 152
% increase	4		22.9%	9.7%	(15.2%)	20.6%	(1.6%)	7.9%	(3.2%)	6.6%
Board Members of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
Senior Managers of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
Other Staff of Entities										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		67 621	83 126	91 227	77 388	93 294	91 794	99 075	95 862	102 152
% increase	4		22.9%	9.7%	(15.2%)	20.6%	(1.6%)	7.9%	(3.2%)	6.6%
TOTAL MANAGERS AND STAFF	5	62 612	78 422	86 266	72 451	86 798	86 631	93 038	90 826	96 965

Northern Cape: !Kheis(NC084) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Annexure C: Financial Statement - Table SAZZ Summary Councilor and Staff Benefits for 4th Quarter ended 30 June 2016										
Summary of Employee and Councillor Remuneration	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
R thousands										
<u>Councillors (Political Office Bearers plus Other)</u>	1	A	B	C	D	E	F	G	H	I
Basic Salaries and Wages					1 731			1 862	1 981	2 108
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance					102			156	166	177
Housing Allowances										
Other benefits and allowances					473			515	548	583
Sub Total - Councillors					2 305			2 533	2 695	2 868
% increase	4					(100.0%)			6.4%	6.4%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality										
% increase	4									
<u>Other Municipal Staff</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff										
% increase	4									
Total Parent Municipality					2 305			2 533	2 695	2 868
% increase	4					(100.0%)			6.4%	6.4%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS					2 305			2 533	2 695	2 868
% increase	4					(100.0%)			6.4%	6.4%
TOTAL MANAGERS AND STAFF	5									

Northern Cape: Tsantsabane(NC085) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		1 760	1 868	2 235	2 199	2 199	2 199	2 206	2 357	2 519
Pension and UIF Contributions		204								
Medical Aid Contributions										
Motor Vehicle Allowance		546	624	709	603	603	603	713	762	814
Cellphone Allowance		116	159		269	269	269	285	305	326
Housing Allowances										
Other benefits and allowances			181							
Sub Total - Councillors		2 626	2 831	2 944	3 071	3 071	3 071	3 205	3 423	3 659
% increase	4		7.8%	4.0%	4.3%			4.4%	6.8%	6.9%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages		3 291	2 333	4 800	5 150	5 150	5 150	5 327	5 689	6 088
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus		337			721	721	721	346	369	395
Motor Vehicle Allowance			976							
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances			857	78						
Payments in lieu of leave			118							
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 628	4 284	4 878	5 871	5 871	5 871	5 673	6 059	6 483
% increase	4		18.1%	13.9%	20.4%			(3.4%)	6.8%	7.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		24 260	27 425	27 953	34 907	35 043	35 043	38 495	41 112	43 942
Pension and UIF Contributions		4 159	4 381	4 500	5 998	5 998	5 998	7 085	7 567	8 089
Medical Aid Contributions		2 649	1 719	1 862	2 607	2 607	2 607	1 940	2 071	2 214
Overtime		3 611	4 440	4 500	5 895	5 895	5 895	9 322	9 956	10 643
Performance Bonus										
Motor Vehicle Allowance		2 264	2 927	4 370	4 250	4 250	4 250	5 713	6 102	6 523
Cellphone Allowance		175	17	4	158	158	158	463	495	529
Housing Allowances		128	64	70	130	130	130	2 021	2 169	2 318
Other benefits and allowances		5 047	2 397	2 586	3 876	3 876	3 876	4 012	4 274	4 570
Payments in lieu of leave		397								
Long service awards		11			52	52	52	6	6	7
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		42 702	43 370	45 846	57 873	58 009	58 009	69 057	73 753	78 836
% increase	4		1.6%	5.7%	26.2%	0.2%		19.0%	6.8%	6.9%
Total Parent Municipality		48 956	50 485	53 668	66 815	66 951	66 951	77 935	83 234	88 978
% increase	4		3.1%	6.3%	24.5%	0.2%		16.4%	6.8%	6.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		48 956	50 485	53 668	66 815	66 951	66 951	77 935	83 234	88 978
% increase	4		3.1%	6.3%	24.5%	0.2%		16.4%	6.8%	6.9%
TOTAL MANAGERS AND STAFF	5	46 330	47 654	50 724	63 744	63 880	63 880	74 730	79 811	85 319

Northern Cape: Kgatelopele(NC086) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		1 909	1 899	2 142	1 413			2 706	2 901	3 101
Pension and UIF Contributions										
Medical Aid Contributions										
Motor Vehicle Allowance										
Cellphone Allowance					147			167	179	191
Housing Allowances			101	129						
Other benefits and allowances		8	16	20						
Sub Total - Councillors		1 917	2 016	2 291	1 560			2 873	3 080	3 292
% increase	4		5.2%	13.6%	(31.9%)	(100.0%)			7.2%	6.9%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages					2 225			2 293	2 532	2 707
Pension and UIF Contributions					233			251	269	288
Medical Aid Contributions					34			36	39	42
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance								36	39	42
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality					2 493			2 616	2 878	3 078
% increase	4					(100.0%)			10.0%	6.9%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		7 202	8 656	9 876	13 303			14 680	15 665	16 745
Pension and UIF Contributions		1 231	1 220	1 560	2 810			2 161	2 317	2 477
Medical Aid Contributions		517	568	529	1 440			1 051	1 127	1 204
Overtime		740	732	810	417			1 056	1 132	1 211
Performance Bonus		67	23		1 126					
Motor Vehicle Allowance		651	186	184						
Cellphone Allowance		101			180			168	179	191
Housing Allowances		19	3	8	3			37	39	42
Other benefits and allowances		896	818	1 211	400			3 333	3 573	3 820
Payments in lieu of leave		21			320			166	177	190
Long service awards					72			23	25	26
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		11 445	12 206	14 178	20 071			22 676	24 236	25 906
% increase	4		6.6%	16.2%	41.6%	(100.0%)			6.9%	6.9%
Total Parent Municipality		13 362	14 222	16 469	24 124			28 165	30 194	32 276
% increase	4		6.4%	15.8%	46.5%	(100.0%)			7.2%	6.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		13 362	14 222	16 469	24 124			28 165	30 194	32 276
% increase	4		6.4%	15.8%	46.5%	(100.0%)			7.2%	6.9%
TOTAL MANAGERS AND STAFF	5	11 445	12 206	14 178	22 564			25 292	27 114	28 984

Northern Cape: Z F Mgcawu(DC8) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		2 131	2 286		2 099	2 183	2 183	2 860	3 031	3 183
Pension and UIF Contributions		32	32		50	52	52			
Medical Aid Contributions										
Motor Vehicle Allowance		651	663		815	847	847	825	874	918
Cellphone Allowance		96	96		170	177	177	125		
Housing Allowances										
Other benefits and allowances					442	434	434	29	163	171
Sub Total - Councillors		2 910	3 078		3 575	3 692	3 692	3 839	4 069	4 272
% increase	4		5.8%	(100.0%)		3.3%		4.0%	6.0%	5.0%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	1 465	1 602		1 946	1 946	1 946	2 356	2 474	2 598
Pension and UIF Contributions		80	164		285	285	285	271	285	299
Medical Aid Contributions					164	164	164	85	91	95
Overtime										
Performance Bonus		371	381		547	547	547	530	562	596
Motor Vehicle Allowance		916	868		1 513	1 513	1 513	1 737	1 824	1 915
Cellphone Allowance										
Housing Allowances					31	31	31	31	31	31
Other benefits and allowances		201	86		104	104	104	48	50	53
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		3 033	3 100		4 589	4 589	4 589	5 059	5 317	5 587
% increase	4		2.2%	(100.0%)				10.2%	5.1%	5.1%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		22 757	24 429		25 233	24 219	24 219	25 750	27 319	28 983
Pension and UIF Contributions		1 829	2 231		4 223	4 531	4 531	4 912	5 210	5 470
Medical Aid Contributions		1 475	1 044		2 021	2 167	2 167	1 543	1 635	1 717
Overtime										
Performance Bonus		341	418							
Motor Vehicle Allowance		2 004	2 468		2 903	2 645	2 645	3 244	3 206	3 135
Cellphone Allowance								14	15	15
Housing Allowances		259	239		354	324	324	363	363	363
Other benefits and allowances		2 480	1 351		1 440	2 116	2 116	2 740	2 870	3 032
Payments in lieu of leave						84	84	82		
Long service awards								49		
Post-retirement benefit obligations								1 019	1 080	1 134
Sub Total - Other Municipal Staff		31 144	32 180		36 175	36 086	36 086	39 716	41 698	43 850
% increase	4		3.3%	(100.0%)		(0.2%)		10.1%	5.0%	5.2%
Total Parent Municipality		37 086	38 358		44 339	44 367	44 367	48 614	51 084	53 710
% increase	4		3.4%	(100.0%)		0.1%		9.6%	5.1%	5.1%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		37 086	38 358		44 339	44 367	44 367	48 614	51 084	53 710
% increase	4		3.4%	(100.0%)		0.1%		9.6%	5.1%	5.1%
TOTAL MANAGERS AND STAFF	5	34 177	35 280		40 764	40 675	40 675	44 775	47 015	49 437

Northern Cape: Sol Plaatje(NC091) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		17 243	12 114	13 557	19 580	14 442	14 442	21 540	22 940	24 316
Pension and UIF Contributions			797	599		660	660			
Medical Aid Contributions			460	494		570	570			
Motor Vehicle Allowance			3 554	3 663		3 816	3 816			
Cellphone Allowance			1 534	1 528		1 513	1 513	1 773	1 888	2 001
Housing Allowances										
Other benefits and allowances					1 785	365	365			
Sub Total - Councillors		17 243	18 459	19 841	21 365	21 365	21 365	23 312	24 828	26 317
% increase	4		7.1%	7.5%	7.7%			9.1%	6.5%	6.0%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages		5 189	5 130	5 157	8 595	10 513	10 513	6 473	6 864	7 190
Pension and UIF Contributions		790	815	840	1 540	1 118	1 118	994	1 050	1 105
Medical Aid Contributions		208	192	188	214	100	100	126	133	140
Overtime										
Performance Bonus										
Motor Vehicle Allowance		1 793	2 008	1 702	2 482	1 805	1 805	1 715	1 814	1 910
Cellphone Allowance			102	102		202	202	178	188	198
Housing Allowances		61	55	55	43	17	17	34	36	37
Other benefits and allowances		599	309	333	1 022	45	45	948	1 000	1 000
Payments in lieu of leave			74	80		60	60	63	66	70
Long service awards			29	29		35	35	9	10	11
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		8 639	8 713	8 487	13 896	13 896	13 896	10 539	11 162	11 661
% increase	4		0.9%	(2.6%)	63.7%			(24.2%)	5.9%	4.5%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		230 550	249 375	268 932	316 508	333 798	333 798	345 992	366 150	386 065
Pension and UIF Contributions		35 642	55 411	34 110	51 332	46 761	46 761	55 535	58 767	61 955
Medical Aid Contributions		30 509	29 797	33 539	39 250	31 240	31 240	42 970	45 481	47 959
Overtime		18 532	21 433	24 635	17 635	17 635	17 635	22 845	23 691	24 960
Performance Bonus										
Motor Vehicle Allowance		25 794	28 851	37 074	37 205	32 864	32 864	39 859	42 123	44 333
Cellphone Allowance						1 090	1 090	1 253	1 326	1 397
Housing Allowances		1 867	1 615	1 804	1 926	2 532	2 532	2 825	2 989	3 151
Other benefits and allowances		41 537	40 979	43 182	54 196	60 472	60 472	56 647	59 133	61 649
Payments in lieu of leave			8 664	9 321	10 000	6 322	6 322	11 500	12 190	12 860
Long service awards		8 411	9 075	9 778	12 411	12 077	12 077	13 315	14 088	14 852
Post-retirement benefit obligations		33 947	21 669	(7 561)	42 894	42 894	42 894	41 061	45 424	48 621
Sub Total - Other Municipal Staff		426 789	466 870	454 814	583 358	587 684	587 684	633 801	671 363	707 802
% increase	4		9.4%	(2.6%)	28.3%	0.7%		7.8%	5.9%	5.4%
Total Parent Municipality		452 671	494 042	483 142	618 619	622 945	622 945	667 652	707 352	745 780
% increase	4		9.1%	(2.2%)	28.0%	0.7%		7.2%	5.9%	5.4%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		452 671	494 042	483 142	618 619	622 945	622 945	667 652	707 352	745 780
% increase	4		9.1%	(2.2%)	28.0%	0.7%		7.2%	5.9%	5.4%
TOTAL MANAGERS AND STAFF	5	435 428	475 583	463 301	597 254	601 580	601 580	644 340	682 524	719 462

Northern Cape: Dikgatlong(NC092) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		850	4 087	2 625	3 124	3 124	2 879	4 314	4 521	4 788
Pension and UIF Contributions			170	197	471					
Medical Aid Contributions			50	118	277					
Motor Vehicle Allowance										
Cellphone Allowance		66	85	17	271					
Housing Allowances		41	43							
Other benefits and allowances		227	78							
Sub Total - Councillors		1 184	4 513	2 957	4 143	3 124	2 879	4 314	4 521	4 788
% increase	4		281.2%	(34.5%)	40.1%	(24.6%)	(7.9%)	49.9%	4.8%	5.9%
<u>Senior Managers of the Municipality</u>	2									
Basic Salaries and Wages		1 816	2 530	3 031	3 331	3 231	3 231	3 588	3 803	4 031
Pension and UIF Contributions			481	141				7	8	9
Medical Aid Contributions			190	26						
Overtime										
Performance Bonus		57	340	103	333	335	335	362	375	397
Motor Vehicle Allowance		150	150					66	70	75
Cellphone Allowance		36	60							
Housing Allowances		22	104							
Other benefits and allowances		26	442					37	39	42
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 107	4 296	3 301	3 664	3 566	3 566	4 059	4 295	4 554
% increase	4		103.9%	(23.2%)	11.0%	(2.7%)		13.8%	5.8%	6.0%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		12 696	17 087	21 651	27 479	28 697	28 697	35 695	36 889	37 915
Pension and UIF Contributions		4 404	3 246	3 417	4 405	4 418	4 418	6 094	6 179	6 275
Medical Aid Contributions			1 228	1 778	2 239	2 314	2 314	3 075	3 136	3 206
Overtime		490	428	1 078	165	1 435	1 435	1 494	1 525	1 610
Performance Bonus								352	364	377
Motor Vehicle Allowance					72	72	72			
Cellphone Allowance			219	18	5	26	26	10	10	10
Housing Allowances		425	326	66	94	94	94	87	89	92
Other benefits and allowances		2 246	461		4 140	3 530	3 530	1 164	1 177	1 488
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff		20 261	22 996	28 008	38 599	40 586	40 586	47 970	49 369	50 973
% increase	4		13.5%	21.8%	37.8%	5.1%		18.2%	2.9%	3.2%
Total Parent Municipality		23 552	31 805	34 266	46 406	47 276	47 031	56 343	58 185	60 315
% increase	4		35.0%	7.7%	35.4%	1.9%	(0.5%)	19.8%	3.3%	3.7%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		23 552	31 805	34 266	46 406	47 276	47 031	56 343	58 185	60 315
% increase	4		35.0%	7.7%	35.4%	1.9%	(0.5%)	19.8%	3.3%	3.7%
TOTAL MANAGERS AND STAFF	5	22 368	27 292	31 309	42 263	44 152	44 152	52 029	53 664	55 527

Northern Cape: Magareng(NC093) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages								2 330	2 474	2 620
Pension and UIF Contributions								136	144	153
Medical Aid Contributions								67	72	76
Motor Vehicle Allowance								514	546	578
Cellphone Allowance								119	126	134
Housing Allowances										
Other benefits and allowances										
Sub Total - Councillors								3 166	3 362	3 560
% increase	4								6.2%	5.9%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages								2 422	2 572	2 724
Pension and UIF Contributions								6	6	7
Medical Aid Contributions								100	106	113
Overtime										
Performance Bonus										
Motor Vehicle Allowance								453	481	509
Cellphone Allowance								27	29	30
Housing Allowances										
Other benefits and allowances								191	203	215
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality								3 199	3 397	3 598
% increase	4								6.2%	5.9%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages								23 276	24 719	26 178
Pension and UIF Contributions								5 057	5 371	5 688
Medical Aid Contributions								1 563	1 660	1 758
Overtime								499	530	561
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance								76	80	85
Housing Allowances								240	255	270
Other benefits and allowances								723	768	814
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Municipal Staff								31 435	33 384	35 354
% increase	4								6.2%	5.9%
Total Parent Municipality								37 799	40 143	42 512
% increase	4								6.2%	5.9%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS								37 799	40 143	42 512
% increase	4								6.2%	5.9%
TOTAL MANAGERS AND STAFF	5							34 634	36 781	38 951

Northern Cape: Phokwane(NC094) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		2 798	2 252		3 270	3 417	3 417	3 656	3 919	4 190
Pension and UIF Contributions		600	530							
Medical Aid Contributions		193			39	148	148	158	170	182
Motor Vehicle Allowance		998			1 341	1 977	1 977	2 116	2 268	2 425
Cellphone Allowance		227								
Housing Allowances										
Other benefits and allowances		0								
Sub Total - Councillors		4 816	2 782		4 650	5 542	5 542	5 930	6 357	6 796
% increase	4		(42.2%)	(100.0%)		19.2%		7.0%	7.2%	6.9%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	1 370		1 911	1 201	1 201	1 201	1 201	1 201	1 201
Pension and UIF Contributions		301		452	203	203	203	203	203	203
Medical Aid Contributions					46	46	46	46	46	46
Overtime										
Performance Bonus		101		158	157	157	157	157	157	157
Motor Vehicle Allowance		228		367	325	325	325	325	325	325
Cellphone Allowance		11		20	19	19	19	19	19	19
Housing Allowances		90		105	63	63	63	63	63	63
Other benefits and allowances				33	81	81	81	81	81	81
Payments in lieu of leave		36								
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 137		3 046	2 095	2 095	2 095	2 095	2 095	2 095
% increase	4		(100.0%)		(31.2%)					
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		27 301		38 293	37 996	41 053	41 019	44 367	46 585	48 914
Pension and UIF Contributions		6 121		9 097	8 052	8 199	8 088	8 823	9 264	9 727
Medical Aid Contributions					1 980	3 585	2 220	3 812	4 003	4 203
Overtime		969		2 143	2 437	2 788	2 496	2 928	3 074	3 228
Performance Bonus		2 531		3 178	3 039	4 257	3 271	4 635	4 867	5 110
Motor Vehicle Allowance					1 030	1 178	638	1 578	1 657	1 740
Cellphone Allowance					414	422	401	463	486	510
Housing Allowances		178		166	121	109	75	181	190	199
Other benefits and allowances		1 854		5 275	1 027	1 047	882	1 185	1 244	1 306
Payments in lieu of leave		701								
Long service awards		210		285						
Post-retirement benefit obligations		638								
Sub Total - Other Municipal Staff		40 504		58 437	56 097	62 640	59 090	67 971	71 370	74 938
% increase	4		(100.0%)		(4.0%)	11.7%	(5.7%)	15.0%	5.0%	5.0%
Total Parent Municipality		47 456	2 782	61 483	62 841	70 277	66 727	75 996	79 821	83 829
% increase	4		(94.1%)	2110.3%	2.2%	11.8%	(5.1%)	13.9%	5.0%	5.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		47 456	2 782	61 483	62 841	70 277	66 727	75 996	79 821	83 829
% increase	4		(94.1%)	2110.3%	2.2%	11.8%	(5.1%)	13.9%	5.0%	5.0%
TOTAL MANAGERS AND STAFF	5	42 641		61 483	58 192	64 734	61 185	70 066	73 464	77 033

Northern Cape: Frances Baard(DC9) - Table SA22 Summary Councillor and Staff Benefits for 4th Quarter ended 30 June 2016

Summary of Employee and Councillor Remuneration R thousands	Ref	2012/13	2013/14	2014/15	Current year 2015/16			2016/17 Medium Term Revenue & Expenditure Framework		
		Audited Outcome	Audited Outcome	Audited Outcome	Original Budget	Adjusted Budget	Full Year Forecast	Budget Year 2016/17	Budget Year 2017/18	Budget Year 2018/19
	1	A	B	C	D	E	F	G	H	I
<u>Councillors (Political Office Bearers plus Other)</u>										
Basic Salaries and Wages		3 670	3 688	3 891	4 478	4 478	3 906	4 792	4 986	5 236
Pension and UIF Contributions		165	173	184	200	200	184	212	222	233
Medical Aid Contributions		17	17	17			17			
Motor Vehicle Allowance		994	1 189	1 306	1 321	1 321	1 294	1 390	1 390	1 390
Cellphone Allowance		227	248	223	244	244	223	223	223	223
Housing Allowances										
Other benefits and allowances		87	107	70	94	94	83	98	100	104
Sub Total - Councillors		5 160	5 424	5 691	6 337	6 337	5 707	6 715	6 922	7 185
% increase	4		5.1%	4.9%	11.3%		(9.9%)	17.6%	3.1%	3.8%
<u>Senior Managers of the Municipality</u>										
Basic Salaries and Wages	2	2 295	4 377	2 963	5 212	5 212	5 212	4 760	5 133	5 252
Pension and UIF Contributions		225	520	155	914	914	914	401	293	316
Medical Aid Contributions		68	118	112	4	4	4			
Overtime										
Performance Bonus			434	435	440	440	440	440	440	440
Motor Vehicle Allowance		195	480	307	317	317	317	487	970	1 032
Cellphone Allowance		48	89	60	96	96	96	96	96	96
Housing Allowances		18	10		6	6	6			
Other benefits and allowances		24	52	65	81	81	81	67	76	80
Payments in lieu of leave					115	115	115	100	108	116
Long service awards					26	26	26			
Post-retirement benefit obligations										
Sub Total - Senior Managers of Municipality		2 872	6 080	4 096	7 211	7 211	7 211	6 350	7 116	7 334
% increase	4		111.7%	(32.6%)	76.0%			(11.9%)	12.1%	3.1%
<u>Other Municipal Staff</u>										
Basic Salaries and Wages		24 910	24 290	30 362	36 860	36 860	30 771	40 521	43 557	47 581
Pension and UIF Contributions		4 002	3 918	4 894	6 533	6 533	4 762	6 733	7 345	7 984
Medical Aid Contributions		1 202	1 272	1 291	447	447	1 445	1 655	1 535	1 626
Overtime		54	72		78	78				
Performance Bonus		366		51						
Motor Vehicle Allowance		2 108	2 156	3 156	3 109	3 109	3 069	3 455	3 365	3 208
Cellphone Allowance		144	94	149	97	97	124	123	123	123
Housing Allowances		395	196	265	236	236	390	391	391	391
Other benefits and allowances		1 001	1 038	875	1 090	1 090	1 239	448	425	263
Payments in lieu of leave		1 121	1 406	1 437	825	825	806	850	928	1 008
Long service awards		209	131	142	188	188	245	152	175	178
Post-retirement benefit obligations		1 038	360	395	874	874	465	536	587	643
Sub Total - Other Municipal Staff		36 551	34 934	43 017	50 339	50 339	43 315	54 865	58 432	63 006
% increase	4		(4.4%)	23.1%	17.0%		(14.0%)	26.7%	6.5%	7.8%
Total Parent Municipality		44 583	46 438	52 804	63 886	63 886	56 233	67 929	72 469	77 525
% increase	4		4.2%	13.7%	21.0%		(12.0%)	20.8%	6.7%	7.0%
<u>Board Members of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Board Fees										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Board Members of Entities										
% increase	4									
<u>Senior Managers of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Senior Managers of Entities										
% increase	4									
<u>Other Staff of Entities</u>										
Basic Salaries and Wages										
Pension and UIF Contributions										
Medical Aid Contributions										
Overtime										
Performance Bonus										
Motor Vehicle Allowance										
Cellphone Allowance										
Housing Allowances										
Other benefits and allowances										
Payments in lieu of leave										
Long service awards										
Post-retirement benefit obligations										
Sub Total - Other Staff of Entities										
% increase	4									
Total Municipal Entities										
TOTAL SALARY, ALLOWANCES & BENEFITS		44 583	46 438	52 804	63 886	63 886	56 233	67 929	72 469	77 525
% increase	4		4.2%	13.7%	21.0%		(12.0%)	20.8%	6.7%	7.0%
TOTAL MANAGERS AND STAFF	5	39 423	41 014	47 113	57 549	57 549	50 526	61 215	65 547	70 340